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**DOADES NAMED 2011  
OFFICER OF THE YEAR**

Corrections Officer Roy Doades of the Woodland Center Correctional Facility has been named the 2011 Michigan Corrections Officer of the Year. Doades steps in for Officer Jacqueline Holmes, who was selected in February, but is not able to fulfill her commitment as the award recipient.



Officer Doades has served as a corrections officer since 1994. In that time he has become integral to training, serving as an in-service trainer at the facility level and a field training officer for several Officer Recruit Training classes. Doades was also chosen as 2008 Corrections Officer of the Year for Huron Valley Men's Correctional Facility. Officer Doades is a role model for officers and prisoners. He projects positive leadership qualities and exhibits professionalism and integrity throughout his duties. He enjoys developing new officer recruits - fostering teamwork, character, and physical fitness.

Officer Doades has performed admirably in managing one of the most challenging prisoner sub-populations in the Department - prisoners with serious mental illness. Doades intervened when one prisoner was stabbing another, and was stabbed while controlling the situation. He saved the prisoner victim from further harm while restraining the assaultive prisoner until help could arrive. Doades also restrained a prisoner who attacked a nurse while receiving treatment. Doades stopped the prisoner from inflicting further injuries on the nurse.

Officer Doades is active in his church and volunteers in Boy Scouts of America, for the local food bank, for Habitat for Humanity, and as a coach for soccer and softball. A favorite phrase of his reinforces his level of professionalism and commitment, "Today was good, tomorrow will be better. What we learned today won't be lost tomorrow."

Facility nominees, finalists and the Officer of the Year will all be recognized at the 2011 Corrections Officer of the Year banquet on May 4, at the Kellogg Hotel and Conference Center in East Lansing, MI.



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## MICHIGAN PRISONER REENTRY INITIATIVE CONTINUES ITS RECORD OF SUCCESS

The Department has more good news regarding the success of re-entry programming! In addition to the recent Pew Center study on recidivism trends nationally, Michigan has seen continued improvement in the rate of recidivism among its post-release offender population.

The latest analysis update shows that the relative rate reduction in Intensive Re-entry Unit (IRU) and Michigan Prisoner ReEntry Initiative (MPRI) returns to prison has improved to a new best of 36% fewer returns (up from 33% fewer returns through May 2010), and an absolute numerical reduction of 3,790 fewer returns to prison (up from 2,793 through May 2010) within three years compared to baseline expectations so far.

Excluding MPRI specialized subpopulations (i.e., the MPRI Mental Health Project and SAI) because they are being tracked separately, the pre-MPRI Intensive Re-entry Unit (IRU) and official, standard MPRI cases paroled since inception through December 2010 now show the following outcomes through 2010:

- 30,592 IRU and official, standard MPRI cases now paroled to any location from inception of the MPRI through December 2010;
- 6,869 returned to prison within three years through December, 2010 for PVT or new sentence (some after parole discharge);
- 10,659 expected to be returned to date within three years under the baseline rates, controlling for time at risk and history of prior parole failure;
- 3,790 absolute reduction in IRU/Standard MPRI offenders returned to prison to date within three years compared to baseline expectations; and
- 35.6% relative rate reduction

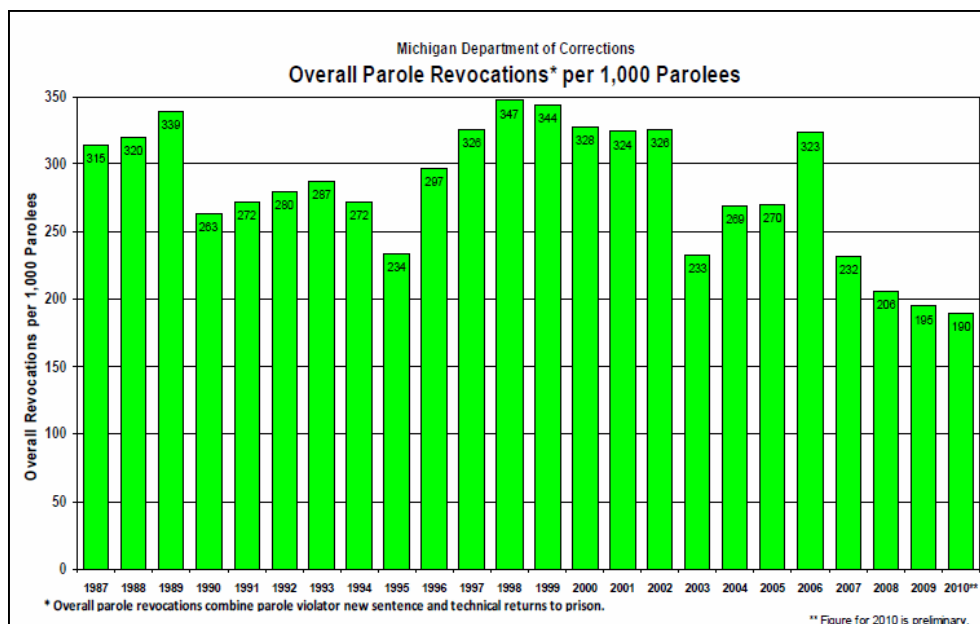


in returns to prison compared to baseline expectations across all of the release cohorts (ranging from a 15.4% reduction for the 2005 IRU releases within three years, to a 58.3% reduction so far for the FY 2010 MPRI Statewide cohort).

The IRUs, the 1st round MPRI pilot sites, the 2nd round MPRI pilot sites, and the MPRI Statewide ALL MPRI cohorts across the fiscal years have all seen outcomes get progressively better from their initial cohorts on through the subsequent cohorts - as expected given the progressive implementation of more of the full MPRI model with each cohort as we have moved beyond the pilot to statewide and then up to scale.

The now 36% improvement (up from 33% improvement) against baseline expectations for MPRI cases is one of the 18 top-level metrics in the inaugural MDOC MiDashboard.

This data continues to show that re-entry policy in Michigan is having a significant impact on the rate of recidivism - a fact that the Michigan Department of Corrections and Michigan's citizens can be proud of.



## RE-ENTRY ROUNDTABLE: SAFER NEIGHBORHOODS & BETTER CITIZENS

*Re-Entry Roundtable* is a continuing column that provides news, facts, and program successes within the Michigan Prisoner ReEntry Initiative.

## JACKSON AREA BIDS FAREWELL TO COMMUNITY COORDINATOR, COMMITS TO NEW PARTNERSHIP

Lesia Pikaart, MPRI Community Coordinator for Jackson, Monroe, Lenawee, and Hillsdale counties will be leaving MPRI at the end of April. She is the original MPRI Community Coordinator in Jackson County since the Round II roll-out of the MPRI sites. Lesia is accepting a new position as the Executive Director of disAbility Connections in Jackson. DisAbility Connections assists and advocates on behalf of individuals and families who deal with the effects of disease and disability. Regarding her time and dedication spent, Lesia comments, "I'm proud to have been a part of launching MPRI in Jackson and my other counties. It's been a remarkable experience to work with the communities to build a strong network of support for people returning to their communities." During her leadership, unique and creative projects have grown in the counties benefiting parolees and many others. These include: Jackson Bike Program, Lenawee ReBicycle, Monroe's Good Works Crews, Faith Based Partnerships Providing - IMAGE Program, Women Moving Forward, Game Nights/Welcome Back Dinners, and many more.

Most recently, a new partnership has been made with Junior Achievement. Connie Poisson, President of Junior Achievement Michigan Edge, who maintains a seat on the Jackson MPRI Steering Committee, has been looking for a way to provide support to returning citizens since joining the Steering Committee. After researching JA curriculum and programs, she found a suitable program that is currently delivered to high school

students entitled "Success Skills." Success Skills provides engaging, experiential learning sessions in work-readiness education and career perspectives. The goals are for participants to "identify and demonstrate the work-readiness skills needed to research, get and keep a job and to develop innovative personal strategies to achieve lifelong learning pursuits and career opportunities." The sessions are highly interactive and include case studies, role plays, games, and other activities to hold and maintain interest while building key skills.



*From left: Marci Deken, Spring Arbor University Intern, Lesia Pikaart, Jackson MPRI Community Coordinator*

In Jackson's pilot of this program, MPRI participants are welcome to participate if they show a need of basic work-readiness, job seeking and self-awareness. There will be up to 20 participants in the first series beginning May 3, at Jackson Parole Office. Mike Andrew, Eaton Corporation and New Jerusalem Christian Fellowship, will be teaching the twice weekly course with assistance from Marci Deken,

Baker College Intern. Mike also volunteers time at Gus Harrison Correctional Facility in Lenawee County. Jackson Parole agents are currently recruiting people for the program and will host the first series of sessions at their location. Positive outcomes are expected from this pilot, so it was important to set up an evaluation to view the results upon the initial sessions wrap up this June.

Congratulations Lesia Pikaart, and thank you for your longstanding dedication and success in serving Michigan's returning citizens through the Jackson MPRI.

## EMPLOYEE SERVICE PROGRAM GIVES ADVICE ON DEALING WITH THE DEATH OF A COWORKER

A sudden death or terminal illness can be a shock and deep loss to any of us, both in our personal lives, and in the workplace. When a co-worker or one of their family members dies suddenly or becomes terminally ill, our productivity and the dynamics of our work place are greatly affected. We probably have spent many hours with that person, and consider him/her not just a co-worker, but also a friend. With the death of a co-worker, often we do not think of them ever leaving unless it is to retire or take another position. Death of a co-worker can touch peoples' feelings about their work and workplace, their own lives, and their own fears about death and dying. People who work together can become like extended family, and when they suffer a loss, friends and co-workers grieve. When the death is unexpected, as from violence, accident, suicide or sudden terminal illness, it can be even more traumatic to the co-workers who did not have a chance to say good-bye. The following are some suggestions that may help you through this difficult time:

**The Grieving Process** - Feelings and symptoms of grief can take weeks, months, and even years to individually process. We do not follow or heal according to a timetable, but over time our emotions do ease. The brief time given to attend the wake and funeral only touches on the beginning stages of grief. The feelings and symptoms can be different for each of us. They may include: shock, denial, anger, guilt, anxiety, sleep disorders, exhaustion, overwhelming sadness, and problems with concentration. Some outcomes of grief may include: 1) finding a new balance (which doesn't necessarily mean that things will ever be the same), and 2) growth (which means readiness to move ahead with one's life). Most of the time we feel several of these emotions at the same time, but in varying degrees. Eventually each phase is completed and we move ahead. The extent, depth and duration will depend on how close we were to the deceased, the circumstances of the death, and our own situation and losses that we have experienced.



### **If the death is of a co-worker's loved one:**

- Take time to offer your condolences and caring support to your co-worker and their family.
- Allow yourself time to grieve for your co-worker's loss and the losses you have faced.
- It may be difficult, but let your co-worker know that you are thinking about them while still allowing them their quiet moments.
- Attend the visitation, funeral or memorial service if possible.

### **Some things you might do if it is the co-worker who has died:**

- **Attend the funeral or memorial service** - This gives you a chance to say good-bye and offer condolences to the family.

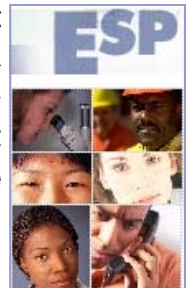
***GRIEF** (Continued on page 5)*

**GRIEF** (Continued from page 4)

- **Conduct a work-place only event** - A luncheon or office memorial is a chance for co-workers to acknowledge their unique relationship with the deceased.
- **Create a memorial** - A photo, card, or special item the person kept on his/her desk might be a way to remember, or you might consider putting up a plaque or picture of the deceased in an area as a remembrance. Depending on space and the situation, planting a tree at the work-site can also be done.
- **Hold or participate in some type of collection** - This can be done for a special cause or for the family/children of the deceased, if appropriate.
- **Create a book of memories** - This can be given to the family as a way to let them know of their loved one's work life. These can become unique memories for the family, and a way for you to privately express feelings and memories. It is also a helpful way of letting them know their loved one was a valued employee and is missed.

**What to expect:**

- **People experience grief differently** - You or your co-worker who was particularly close to the person who died, may feel depressed, absent-minded, short-tempered, or exhausted. These are all normal feelings.
- **Creating healthy memories is part of healing** - Some people find talking about the deceased helps them manage their grief. Others keep to themselves. Respect the fact that others may feel the loss more or less strongly than you, or tend to cope differently.
- **A death generates questions and fears about our own mortality** - If a co-worker dies, we may feel guilty or angry at that person, at life, or at the medical profession. It may cause you to question your own life and how temporary life is with those we love. These are all normal reactions and emotions.
- **Be aware of how you may react to a deceased co-worker's replacement or even clearing their work area** - Your anger and disappointment at his/her performance, personality or work style may be less about the individual than your grief about the person they are replacing. Clearing the work area is a policy matter that management must adhere to and not about trying to erase the person's memory too quickly.
- **Seek help** - Be aware that there may be times when talking to a trained professional might be helpful, especially if you are having ongoing difficulty dealing with the loss or if your work performance is suffering. This can be a signal that this loss or others are affecting you more profoundly than you thought. The members of the Traumatic Incident Stress Management Team are available. They and other counselors can be reached at the **Employee Service Program** in the Lansing or Detroit offices. These services are available to you or your loved one. If any ongoing counseling is needed, they will assist in referring you to a professional in your area who specializes in grief and loss. Employee Service Program professional counselors are available for confidential assistance to state employees and their families, free of charge, and can be contacted at 517-373-7630 or 1-800-521-1377, Monday through Friday 8:00 a.m. – 5:00 p.m. For more information, visit the ESP web page at [www.michigan.gov/esp](http://www.michigan.gov/esp).



## DEPARTMENT TRANSITIONING E-MAIL SOFTWARE FROM GROUPWISE TO OUTLOOK

With M/1 ADOPT, State of Michigan agencies have been migrating off GroupWise to Microsoft Exchange or Outlook. By September 1, 2011 all MDOC users will be migrated from the current e-mail application Novell GroupWise to Microsoft Outlook 2003.

On April 7, 2011 Automated Data Systems (ADSS) and designated staff at Central Office were migrated as an initial pilot. On May 8, 2011, Carson City Correctional Facility, Ingham County Parole and the site contacts for FOA and CFA will all be migrated to Outlook for an additional pilot.

On June 5, 2011, all MDOC staff will begin the migration to Outlook. To support this migration, DTMB has created an intranet Web site called SharePoint located at:

<http://inside.michigan.gov/sites/dtmb/is/pmo/GWtoOutlook/DOCGWtoOutlook/default.aspx>

This Web site can only be accessed while logged into the server. This Web site will host the most up-to-date and complete information related to the roll-out plans, progress, and documentation. Staff is encouraged to visit the site regularly to receive updates and read training documentation and pre and post migration materials for Outlook 2003.

Additional Outlook 2003 training information can be found in DAS. In the Main Menu choose Tutorials and on the submenu choose MS Outlook 2003. This sub module contains:

- Outlook 2003 – Frequently Asked Questions
- Outlook 2003 – Course Companion Manual
- Outlook 2003 – Introduction Course Companion Manual
- Outlook Quick Reference Card
- Outlook Transition GroupWise to Outlook

As part of this migration, staff's archived e-mails, their e-mail box folders and current GroupWise inbox e-mails will be migrated to Outlook 2003. However, staff is cautioned to reduce the size of their e-mail archive to **500 mb or less** to guard against their archives being corrupted and lost during the migration to Outlook.

We have already identified a few implementation challenges post migration:

Once migrated, the old e-mail address will automatically forward e-mail sent from NONSTATE OF MICHIGAN sources for one year. However, e-mails sent from a STATE OF MICHIGAN source will receive an error message indicating that the user no longer exists. When this occurs it is likely that the e-mail recipient has already been migrated to Outlook.

To rectify the situation, the e-mail sender must delete the e-mail recipient from his/her frequent contacts in their address book. The e-mail recipient should then be located and chosen from the address book. This will update the recipient information in the frequent contacts. You will need to continually update your frequent contacts in this manner as MDOC gradually rolls out Outlook.

- Several of MDOC's applications use e-mail addresses. Staff will need to ensure that those applications are updated post migration.
- Those hired or transferring within or to the MDOC after June 19, 2011 should be set up to use Outlook 2003 not GroupWise.

Additional pre and post migration challenges can be found at the SharePoint website.

Due to the amount of coordination that is involved in this migration, there will be a representative from each Administration as well as several sites and facilities teaming with ADSS and DTMB to complete this migration. This team will help to coordinate implementation efforts, disseminate information throughout the Administration and serve as a first line contact for those with questions.

A list of site contacts will be available on the SharePoint Web site prior to June 5, 2011.





## BELLAMY CREEK TO HOLD GOLF OUTING IN SUPPORT OF RELAY FOR LIFE



Eighth Annual IBC Relay for Life Golf Outing on Friday, May 20, 2011 at the Morrison Lake Golf Course in Saranac, Michigan. It



will be a four-person scramble with a 9:00 a.m. shotgun start. The cost is \$60.00 per player/\$240.00 per foursome and includes green fees, cart, lunch and chance for door prizes. There will also be a skins game, mulligans, and raffle prizes. Please reserve your spot today by calling Miffer Griffin at Bellamy Creek at (616) 527-2510, ext. 1102. All proceeds will go to the American Cancer Society Relay for Life.



## ST. LOUIS CORRECTIONAL FACILITIES SUPPORT WASH. OFFICER JAYME BIENDL

When employees at Central Michigan Correctional Facility (STF) and St. Louis Correctional Facility (SLF) heard that Washington State Corrections Officer Jayme Lee Biendl was killed by a prisoner while on duty at the Monroe (Wa) Correctional Complex, they decided to take action. The employees expressed their condolences to Officer Biendl's family and friends by collecting funds to purchase two trees and to donate to Jayme's fund.

One of the trees will be planted at the facility where she worked and the other was sent to her family. On April 25, 2011, Officer Loren Coney of STF received a letter from Ms. Biendl's brother-in-law; the family expressed their gratitude and wrote, "We had a tree in our back yard that had to be removed and Jayme had an absolute fit that we removed that tree. We are going to plant the tree in the same spot in her honor, and Jayme would be happy to know that."



## HONOR GUARD PRESENTS FLAG, COIN TO SOUTH DAKOTA OFFICER'S WIDOW

The MDOC Honor Guard personally paid their respects to the family, co-workers, and friends of South Dakota Correctional Officer Ronald Johnson, who was killed by two prisoners during an escape attempt. Brent Mitchell and Brandon Wenzel traveled on their own time and at their own expense to honor Officer Johnson. As part of the ceremony, Michigan's Honor Guard presented Officer Johnson's widow with a State of Michigan Flag and an Honor Guard coin. Both members said it was a personally valuable and moving experience to be able to pay tribute to Officer Johnson at the funeral service.



PEOPLE MAKE THE DIFFERENCE

## MDOC STAFF ATTEND LAW ENFORCEMENT APPRECIATION SERVICE

Greater Grace Temple in Detroit, MI held its 12th Annual Law Enforcement Appreciation Service on April 10, 2011. Bishop Charles H. Ellis III, Bishop of the Pentecostal Assemblies of the World, presided over the services. Bishop Ellis held the service to show his appreciation and admiration and to honor all those who work in the criminal justice arena. Hundreds of law enforcement personnel from agencies throughout Michigan and Canada attended the service.

Each year, a candle is lit recognizing employees of the Michigan Department of Corrections (MDOC). The annual service is held in April each year and MDOC employees are always invited. The service helps highlight the unique and challenging job of MDOC employees. Wright Wade, a 32-year-member of the church hosting the event, has attended for many years and is proud to represent the Department. Retired Wardens Clarice Stovall and Andrew Jackson as well as current Deputy Warden Darrell Steward also attend the church and support the law enforcement service.

This year, Detroit Mayor Dave Bing provided remarks, while council member Andre Spivey was the keynote speaker. There was also a special moment to recognize Detroit Police Commander Brian Davis, whose heroic efforts helped stop a gunman who attacked Detroit Police's 6th Precinct Office.

***Pictured L to R:*** The Chief of Operations for the Wayne County Sheriff's Department, Lt. Terri Hockenhull of Woodland Center Correctional Facility, two Detroit Police Sergeants, and Inspector Wright Wade of the Michigan Department of Corrections Honor Guard.



## MDOC STAFF SUPPORT LOCAL COMMUNITY CENTER

The Northeast Family Community Center will host its annual dinner banquet to recognize visionaries and their contributions to society. This year's Ambassador's of Goodwill and Justice Dinner will be Saturday, April 30, 2011, at 7 p.m.

The purpose of the event is to raise funds for this non-profit organization that serves the local community. The main emphasis of the organization is working with inner-city youth to help them stay out of trouble by providing positive programs for them, including mentoring, recreations, building self-esteem and tutoring.

Officer Rannelle Cunningham and Officer Kenneth Heard of Mound Correctional Facility support the center and Kenneth serves as the Executive Director of the Center. For information on the banquet, or to volunteer or donate to the organization, please contact Kenneth at 313.673.3213 or Ranelle at 313.445.5619.



PEOPLE MAKE THE DIFFERENCE

